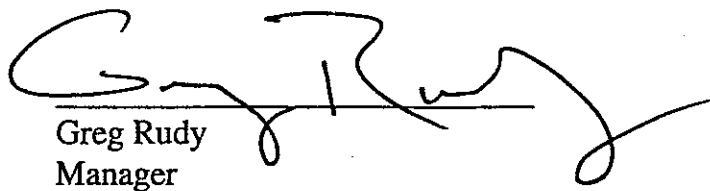

U.S. DEPARTMENT OF ENERGY
SAVANNAH RIVER OPERATIONS OFFICE
AIKEN, S.C.

PERFORMANCE EVALUATION PLAN
FOR
WACKENHUT SERVICES, INCORPORATED
CONTRACT NO. DE-AC09-99SR18950

APPROVED BY:


Greg Rudy
Manager

7-29-99
Date

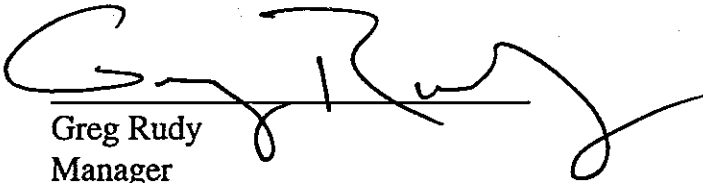
EVALUATION PERIOD 99-1:
AND PERIOD 99-2:

JANUARY 25, 1999 Through MAY 31, 1999
JUNE 1, 1999 Through SEPTEMBER 30, 1999

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PART I OF II

BASIC PLAN

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PERFORMANCE EVALUATION PLAN

A. INTRODUCTION

1. This Plan covers the administration of the award fee provisions of Contract No. DE-AC09-99SR18950, effective January 25, 1999, with Wackenhut Services, Incorporated. The Contract was awarded after completion of competition in accordance with the provisions of Request for Proposal No. DE-RP09-98SR18950.
2. The following matters, among others, are covered in the Contract:
 - a. The Contractor is required to provide, operate, and maintain an armed and uniformed protective force for the physical protection of DOE security interests and other such related duties at the Savannah River Site (SRS), and other locations, as may be directed by the Contracting Officer.
 - b. The term of the Contract is from January 25, 1999 through September 30, 2003, with an option to extend for up to an additional five years.
 - c. The estimated cost, award fee pool and incentive fee for each Contract period subject to award fee evaluation is set forth in the Contract.
 - d. The estimated cost, award fee pool and incentive fee are subject to equitable adjustments on account of changes or other Contract modifications.
 - e. The award fee earned and payable will be determined periodically by the Fee Determination Official (FDO) in accordance with this Plan. The FDO is the Manager, Savannah River Operations Office (SR). The FDO will have the benefit of input from Headquarter's Program Officials through their input to the Award Fee Evaluation Office (AFEO).
 - f. The FDO may unilaterally change the matters in this Plan, providing the Contractor receives notice of the changes at least 30 calendar days prior to the beginning of the evaluation period to which the changes apply.
3. The objective of the award fee provisions of the Contract is to afford the Contractor an opportunity to earn increased fee commensurate with the achievement of optimum Contract performance. Optimum performance is not necessarily equated with the highest level of performance achievable in all incentivized areas. Rather, it represents the most favorable degree of performance obtainable in light of the Contractor's most effective utilization of available resources (see the note on Attachment B, Grading Table). DOE expects the Contractor to perform at the highest levels of excellence; however, the standard anticipated rating level of a competent contractor equates to a Met Expectations performance rating. In addition to providing special management emphasis to the Objectives and Criteria identified in this Plan, the Contractor is responsible for striving to

attain the highest standards of excellence in executing its responsibilities under the Contract as measured against performance standards consistent with DOE directives, commercial nuclear industry standards and/or DOE-SR approved guidance documentation for ensuring the protective measures employed are commensurate with the security interest and provide effective safeguards and security in support of the Site's mission. The Contractor is expected to have a strong self-assessment program to measure progress against a standard of excellence. The Contractor will receive favorable ratings for identifying problems to DOE, and developing and implementing corrective actions. Conversely, the Contractor will receive less favorable ratings for failing to identify, report, and correct problem areas in a timely manner.

4. To facilitate the achievement of SRS strategic goals and "best-in-class" ranking on management of the site, site management has adopted five key focus areas. These focus areas crosscut all business lines and will be used in the award fee performance evaluation process. Management focus areas are safety; technical capability and performance; community, state, and regulator relationships; cost effectiveness; and corporate perspective.

B. ORGANIZATIONAL STRUCTURE FOR AWARD FEE ADMINISTRATION

The following organizational structure is established for administering the award fee provisions of the Contract.

1. Fee Determination Official (FDO)

a. The FDO is the Manager, SR.

b. Primary FDO responsibilities are:

- (1) Determining the award fee earned and payable for each evaluation period as addressed in Section C.
- (2) Changing the matters covered in this Plan as addressed in Section D, as appropriate.
- (3) Appointing an Award Fee Evaluation Office.

2. Award Fee Evaluation Office (AFEO)

- a. The AFEO is the SR Office of Safeguards and Security.
- b. Primary responsibilities of the AFEO are:
 1. Monitoring, evaluating and assessing the Contractor's performance in accordance with the Performance Objectives and Criteria set forth in Part II of this PEP.
 2. Meeting with the Contractor during the thirty day period prior to the beginning of the evaluation period to discuss the Objectives, Criteria and Assessment Factors.
 3. Meeting with the Contractor during each month of the evaluation period to discuss the Contractor's performance relative to the established Performance Objectives and Criteria.
 4. Consulting with other SR personnel, as appropriate, including but not limited to the Assistant Managers for Nuclear Materials and Facilities Stabilization, the Assistant Manager for Defense Programs, and the Chief Financial Officer, regarding the Contractor's performance.
 5. Developing an Award Fee Evaluation Report (AFER) discussing the contractor's performance and containing a recommendation of fee earned for each evaluation period. The Report to the FDO shall include all minority opinions or reports.
 6. Establishing a formal meeting with the Assistant Manager for Material and Facility Stabilization (AMMFS) and the Assistant Manager for National Security (AMNS) to achieve consensus on the AFER and Award Fee Determination Letter.
 7. Coordinating the Award Fee Determination Letter with the Deputy Manager, the Chief Financial Officer, the Office of External Affairs, the Office of Chief Counsel (legal advisor), the AMMFS, the AMNS, and the Contracts Management Division (contractual advisor).
 8. Developing and coordinating proposed changes to this Plan and recommending those it considers appropriate to the FDO for incorporation into the Plan.

C. METHOD FOR DETERMINING AWARD FEE

A determination of the award fee earned for each evaluation period is to be made by the FDO within sixty calendar days after the submission of the Contractor's self-evaluation at the end of each period. The method to be followed in monitoring, evaluating, and assessing Contractor performance during the period, as well as for determining the award fee earned, is described below. Attachment C summarizes the principal activities and schedules involved.

1. The AFEO shall evaluate the Performance Areas identified in Part II of this Plan based upon the Performance Objectives, Criteria, and Assessment Factors set forth therein.
2. The AFEO shall also evaluate how well the contractor met each of the SRS focus areas for each performance objective described in Part II of this plan. This assessment evaluates how the task was accomplished in relation to the SRS focus areas.
 - a. Accomplishment of work is directly attributed to management's ability to successfully perform to the expectations of the SRS focus areas. The evaluation objectives are different and distinct; one evaluates how well the work was completed, the other evaluates how effectively the SRS focus areas were addressed in the accomplishment or failure to accomplish the work. It is the effectiveness of addressing the SRS focus areas on which this assessment is based.
 - b. Each focus area is evaluated by the AFEO relative to the scope of work in the AOP. These evaluations are rolled up to a summary focus area evaluations for fee determination.
2. The AFEO shall meet with the Contractor on a monthly basis to discuss the Contractor's performance.
3. Within ten calendar days after the end of each evaluation period, the Contractor may provide a written self-evaluation of performance during the period. The self-evaluation shall address both the strengths and weaknesses of the Contractor's performance during the evaluation period. Where deficiencies in performance are noted, the Contractor shall describe the actions planned or taken to correct such deficiencies and avoid their recurrence. In other words, the self-evaluation should clearly assess the Contractor's measured performance against the standard of excellence. An original and 10 copies of the self-evaluation will be provided to the Award Fee Evaluation Office for distribution.
4. The AFEO shall evaluate the Contractor's self-evaluation, if submitted, and consider its realism in relation to their reports. Differences between the Contractor's evaluation and the AFEO's evaluation should be analyzed and discussed in the AFER. The thoroughness and candor of the report will be considered by the the FDO as an indicator of the degree to which the Contractor seeks out problems and solutions and as an indicator of the Contractor's understanding of Site issues.
5. At the end of each evaluation period the AFEO will consider all appropriate performance information it has obtained. The AFEO will then prepare the AFER for the period and submit it to the FDO. The Report will include a recommended award fee with supporting documentation and all minority opinions or reports.

6. The FDO will consider the AFB Report and discuss it with the AFEO and other personnel, as appropriate. If requested by the Contractor, or if the FDO considers it appropriate, the FDO will meet with the Contractor for discussions. If requested by the FDO, the AFEO and any other personnel involved in performance evaluation may be required to attend the meeting with the Contractor.
7. The FDO will determine the amount of award fee earned during the period. The amount determined may not result solely from mathematical summing, averaging or the application of a formula. The FDO may rely upon the information provided by the AFEO, as well as other reports, including the Contractor's self-evaluation, or supplement this information with personal knowledge (or any other factors and information deemed appropriate) in determining the award fee earned. The FDO's determination of the amount of award fee earned will be provided in an Award Fee Determination Statement (AFDS) letter to the Contractor.

D. CHANGES IN PLAN COVERAGE

1. Right to Make Unilateral Changes

Any matters covered in this plan may be changed unilaterally by the FDO prior to the beginning of an evaluation period by timely notice of at least 30 calendar days to the Contractor in writing. The changes will be made without formal modification of the Contract.

2. Method for Changing Plan Coverage

The method to be followed for changing plan coverage is described below. Attachment E summarizes the principal actions and schedules involved.

- a. Personnel involved with the award fee process are encouraged to recommend changes in Plan coverage with a view toward changing Performance Areas, motivating higher performance levels or improving the award fee determination process.
- b. The AFEO will coordinate identified changes with the Contractor.
- c. 60 calendar days prior to the end of each evaluation period, the AFEO will submit to the FDO for approval proposed changes applicable to the next evaluation period, with appropriate comments and justification, or inform the FDO that no changes are recommended for the next period.
- d. A minimum of 30 calendar days before the beginning of each evaluation period, the FDO will notify the Contractor in writing of any changes, or that there are no changes. If the Contractor is not provided with the notification, or if the notification is not provided within the 30 calendar days before the beginning of the next period, the existing plan coverage will continue in effect for the next evaluation period, unless the Contractor agrees to accept the proposed changes.

E. GENERAL INSTRUCTIONS FOR PERFORMANCE EVALUATION

1. Monitoring and Assessing Performance

The basic concept of Cost Plus Award Fee (CPAF) Contracting is that Contractors are encouraged to work effectively to meet objectives, to control costs, and to improve the timeliness and quality of performance. In establishing the amount of the award fee to be paid the Contractor through periodic evaluations, SR will, in essence, determine the degree to which the Contractor has met these goals. The evaluation process consists of (1) formal semi-annual reviews of the Contractor's performance by the AFEO; (2) semi-annual reviews of the evaluation reports and recommendations of earned fee by the AFEO; and, (3) final award fee determination by the FDO.

The evaluation process initiates with the AFEO. The AFEO is responsible for monitoring, reviewing and evaluating the Contractor's performance against established criteria, including adherence to generally accepted standards of practice and standard operating procedures, and translating these evaluations into the AFER. The AFEO will also utilize all available performance information (e.g., audits, appraisals, task force reports, etc.) as sources of input to its report in making its recommendation. The AFEO shall evaluate the Contractor's self-evaluation and consider its realism in relation to its report. Differences between the Contractor's evaluation and the AFER should be analyzed and discussed in the Report. The thoroughness and candor of the report will be considered by the FDO as an indicator of the degree to which the Contractor seeks out problems and solutions, and as an indicator of the Contractor's understanding of Site issues. The evaluation will also appraise a combination of the Contractor's diligence in developing written procedures for all aspects of the Contractor's operation and the degree of adherence of these procedures by the Contractor's employees.

The AFEO shall evaluate the Contractor's self-evaluation and consider its realism in relation to its report. Differences between the Contractor's evaluation and the AFEO Report should be analyzed and discussed in the AFB Report. The FDO will review the AFEO's recommendations and supporting information and determine the amount of award fee earned by the Contractor. The amount of award fee earned is determined unilaterally by the FDO.

The FDO may agree with the AFEO's recommendation or change the recommended fee as deemed appropriate. The determination for the period is to be made within sixty calendar days after the submission of the Contractor's self-evaluation at the end of each period. The Contractor will be notified promptly of the FDO's decision. The FDO's determination as to the amount of award fee earned is binding on both parties and shall not be subject to appeal under the "Disputes" clause or any other appeal clause. The Contractor may request a reconsideration by the FDO of the amount of award fee earned. Any action in response to the request for reconsideration is solely at the discretion of the FDO. In reviewing requests for reconsideration, emphasis shall be placed on the Contractor's candor and accuracy.

One prime consideration in the evaluation process is that the Contractor must be evaluated on the basis of those factors which are under its control. For example, the Contractor should not be penalized for failure to meet an objective if all Contractor management options have been exercised (e.g., rescheduling other activities, delaying some activities, providing additional

resources, etc.) and documented, and additional requisite resources are not made available to the Contractor by SR. It is the AFEO's responsibility to use factors which the Contractor can control to some degree and to measure the Contractor's performance accordingly. Also, emphasis should be placed on the level of performance achieved during the period, measured against performance standards consistent with best available practices and procedures, rather than on program status. In some instances, contractor performance may be measured in terms of its rate of improvement recognizing optimum performance may require several performance evaluation periods to achieve.

2. Documenting Evaluation/Assessment

- a. Formal award fee feedback shall be provided by the FDO to the Contractor in the Award Fee Determination Statement.
- b. Copies of all official AFEO documentation of evaluations and assessments shall be attached to the AFE Report as back-up information. This will permit the AFEO and Contracts Management Division to maintain a complete history of the Contractor's performance during the evaluation period.
- c. All award fee documentation, including evaluation reports and the AFER shall be stamped or marked "PREDECISIONAL - FOR OFFICIAL USE ONLY". The Award Fee Determination Statement provided to the Contractor is considered a public document and is releasable to the general public.

ATTACHMENT A
AWARD FEE EVALUATION PERIODS

<u>No.</u>	<u>Period Covered</u>
99-1	January 25, 1999 - May 31, 1999
99-2	June 1, 1999 - September 30, 1999
00-1	October 1, 1999 - March 31, 2000
00-2	April 1 - September 30, 2000
01-1	October 1, 2000 - March 31, 2001
01-2	April 1 - September 30, 2001
02-1	October 1, 2001 - March 31, 2002
02-2	April 1 - September 30, 2002
03-1	October 1, 2002 - March 31, 2003
03-2	April 1 - September 30, 2003

CONTRACT OPTION PERIODS

04-1	October 1, 2003 - March 31, 2004
04-2	April 1 - September 30, 2004
05-1	October 1, 2004 - March 31, 2005
05-2	April 1 - September 30, 2005
06-1	October 1, 2005 - March 31, 2006
06-2	April 1 - September 30, 2006
07-1	October 1, 2006 - March 31, 2007
07-2	April 1 - September 30, 2007
08-1	October 1, 2007 - March 31, 2008
08-2	April 1 - September 30, 2008

ATTACHMENT B
GRADING TABLE

Performance Description	Percent of Fee Earned
Performance substantially exceeded expected levels of performance. All AOP milestones or goals were met or exceeded and costs were within the cost estimate. Although problems may have been encountered, the relative magnitude and significance were reasonably expectable based upon the size and complexity of operations.	96 - 100
Performance exceeded expected levels and some notable achievements exist. Most milestones or goals were met or exceeded and costs were within the cost estimate. Although some milestones/goals were not met, reasonable justification exists for the failures and no major impact on cost or site operations occurred.	66 - 95
Performance met expected levels. Minimum standards were exceeded and "good practices" were evident in contract operations. Most milestones and goals were met or exceeded. Although some failures occurred, reasonable justification exists for missing the major milestones/goals and there was no substantial impact on cost or site operations.	40 - 65
Performance was less than expected. Many milestones/goals were not met and some adverse impact on site operations and cost occurred.	2 - 39
Unacceptable performance against milestones/ goals	0

See Definitions and Note on the following page.

DEFINITIONS

Significant: This term indicates a major event or sustained level of performance which, due to its importance, has a substantial impact on the Contractor's ability to carry out its mission.

Notable: This term indicates an event or sustained level of performance which is of lesser importance than a "significant" event but nonetheless deserves recognition.

NOTE

Management judgment is essential in applying these definitions to determine the quality of achievements/deficiencies and whether achievements offset deficiencies or vice versa.

DOE expects the Contractor to perform at the highest levels of excellence; however, the standard anticipated rating of a qualified, competent and successful Contractor is "Performance Met Expectations" with 50% of the fee earned. Performance ratings will reflect deviations from this standard in the direction of either better or worse performance. Performance ratings above the standard level will reflect the extent to which the Contractor, on its own initiative, is actively involved in performance improvement activities and the extent to which these actions contribute to more efficient, effective and economical operations.

DOE expects the Contractor to exercise due diligence in the conduct of all Contract activities. It is expected that management systems will be in place and enforced to assure that effective procedures are developed and implemented. The Contractor's failure to oversee, through acts of commission or omission, the conduct of its operations and all of its employees, which potentially or actually causes property damage, losses, endangers the safety, health or environment, or compromises the ability of the Department or SR to carry out its mission, will be weighed heavily in the performance ratings. By the same standard, the performance ratings will not be adversely affected if the Contractor raises safety issues to the appropriate DOE Assistant Secretary, or his designee, for resolution. Furthermore, the performance ratings will not be adversely affected if the Contractor stops an activity which is deemed unsafe even though the Contractor's action may appear to be contrary to DOE direction.

While it is recognized that the basis for determination of the Award Fee shall be the evaluation by the Government, in accordance with the PEP, the FDO may also consider any information available which relates to the Contractor's performance of Contract requirements.

In order for the Contractor to receive all otherwise earned award fee under the contract in an evaluation period, the Contractor must meet the minimum requirements in paragraphs (a), (b) and (c) below. If the Contractor does not meet the minimum requirements, the FDO may make a unilateral determination to reduce the evaluation period's otherwise earned award fee.

- (a) Minimum requirements for Environment, Safety & Health (ES&H) Program. The Contractor shall develop, obtain DOE approval of, and implement a Safety Management System in accordance with the provisions of the clause entitled, "Integration of Environment, Safety and Health into Work Planning and Execution." The minimal performance requirements of the system will be set forth in the approved Safety Management System, or similar document. If the Contractor fails to obtain approval of the Safety Management System or fails to achieve the minimum performance requirements of the system during the evaluation period, the DOE Operations/Field Office Manager or designee, at his/her sole discretion, may reduce any otherwise earned award fee by an amount up to the amount earned.
- (b) Minimum requirements for catastrophic event. If, in the performance of this contract, there is a catastrophic event (such as a fatality, or a serious workplace-related injury or illness to one or more Federal, contractor, or subcontractor employees or the general public, loss of control over classified or special nuclear material, or significant damage to the environment), the FDO may reduce any otherwise earned fee for the evaluation period by an amount up to the amount earned. In determining any diminution of fee, the FDO will consider whether willful misconduct and/or negligence contributed to the occurrence and will take into consideration any mitigating circumstances presented by the contractor or other sources.
- (c) Minimum requirements for cost performance. Although a separate cost-plus-incentive-fee arrangement is provided for in this contract, as described in the award fee grading table above, performance within the cost estimate for the contract is an integral part of the award fee evaluation.

Although the performance areas are divided into separate and distinct areas, in the event the Contractor's performance is considered unacceptable in any aspect of performance identified, or not specifically identified, in the PEP, the FDO may, at his/her discretion, determine the performance within a specific area, or in general, to be unacceptable and withhold a portion or the entire award fee for the evaluation period as he/she deems appropriate. The FDO may also determine that performance within a specific area, or in general, exceeds expectations and appropriately approve a higher awarded fee for the evaluation period than the amount proposed by the AFB.

ATTACHMENT C

ACTIONS AND SCHEDULES FOR AWARD FEE DETERMINATIONS

The following is a summary of the principal actions involved in determining the award fee for each evaluation period.

<u>Action</u>	<u>Schedule</u> <u>(Calendar Days)</u>
1. FDO provides signed AOP with Award Fee allocation to the Contractor.	Minimum of 30 days prior to start of the performance evaluation period.
2. The AFEO meets with Contractor to discuss Objectives, Criteria and Performance Indicators.	During the 30 days prior to the beginning of the evaluation period.
3. The AFEO monitors and evaluates Contractor performance.	Ongoing after start of period.
4. The AFEO assesses performance and discusses with Contractor.	Ongoing after start of period. Formal counterpart meetings are held with the Contractor monthly.
5. Contractor submits self-evaluation report.	Within 10 days after the end of the evaluation period.
6. The AFEO summarizes preliminary findings and positions.	Within 3 days after end of evaluation period.
7. The AFEO meets with Contractor to discuss findings and positions, if necessary.	Within 3 days after the submission of the Contractor's self-evaluation.
8. The AFEO evaluates inputs as well as the Contractor's self-evaluation and submits recommendation to the FDO.	Within 30 days after the submission of the Contractor's self evaluation.
11. FDO sends AFDS to Contractor.	60 days after the submission of the Contractor's self-evaluation.

The AFEO will establish appropriate lists of subsidiary actions to meet the above schedules.

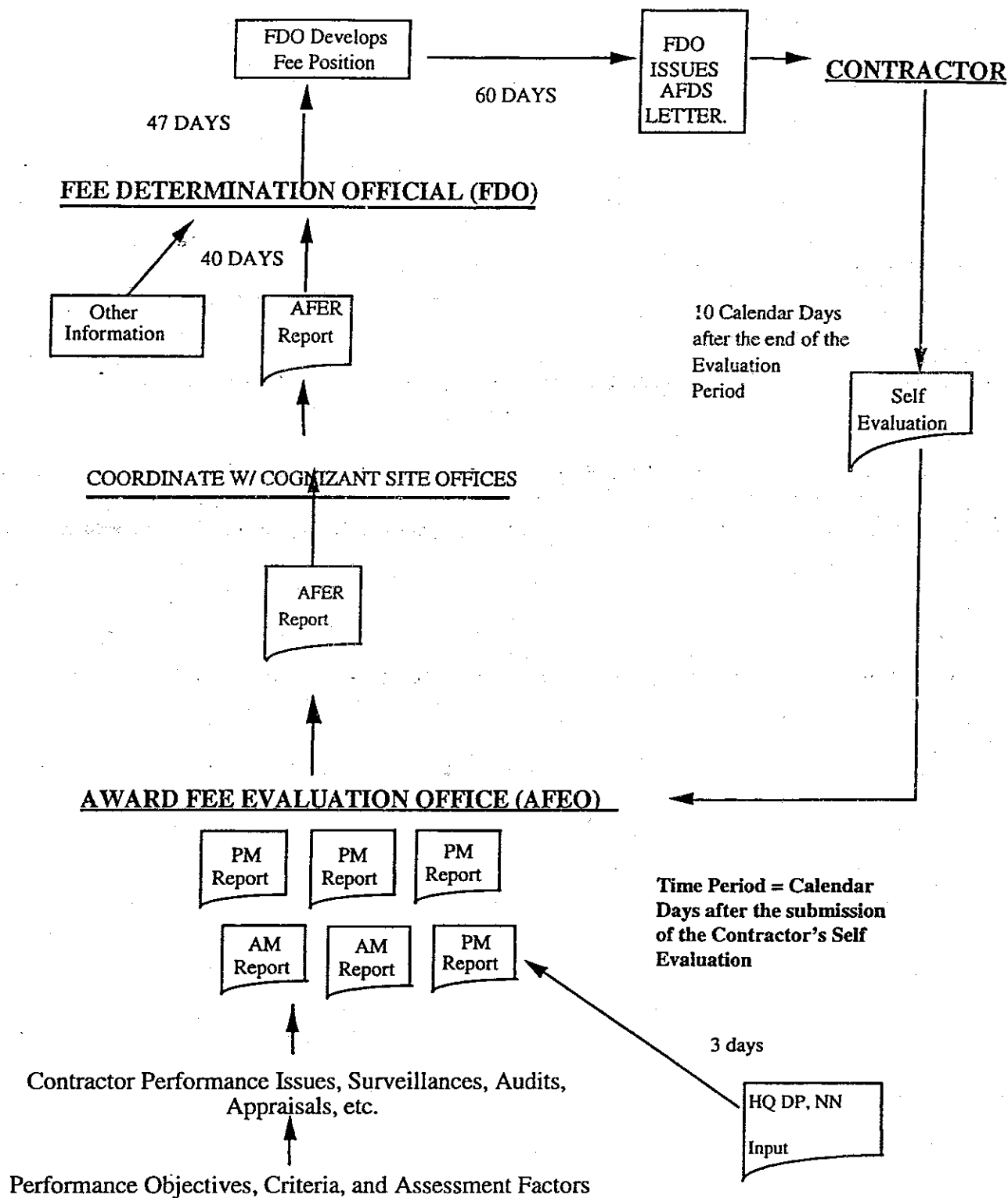
ATTACHMENT D
ACTIONS AND SCHEDULES FOR CHANGING PLAN COVERAGE

The following is a summary of the principal actions involved in changing plan coverage.

<u>Action</u>	<u>Schedule (Calendar days)</u>
1. Division Directors submit proposed changes to AFEO.	90 days prior to end of evaluation period.
2. The AFEO considers proposals and drafts changes, as appropriate.	Ongoing.
3. The AFEO coordinates proposed changes with Contractor.	Ongoing.
4. The AFEO submits recommended changes to FDO.	60 days prior to end of each evaluation period.
5. FDO submits recommended changes to HQ.	55 days prior to end of each evaluation period.
6. FDO notifies Contractor of changes or that there are no changes.	30 days before start of applicable evaluation period.

The AFEO will establish appropriate lists of subsidiary actions and suspense dates to meet the above schedule, with emphasis on concurrency to the extent feasible.

ATTACHMENT E **AWARD FEE ORGANIZATION AND DOCUMENT FLOW**



ATTACHMENT F
FORMAT FOR AWARD FEE EVALUATION REPORT (AFER)

- I. **EXECUTIVE SUMMARY** - The Executive Summary shall provide an overall summary of the Contractor's AOP performance and Management Focus Area performance during the rating period and shall provide a recommended amount of fee earned with the numerical percentage. Any minority opinions or reports shall be identified.
- II. **ACHIEVEMENTS/DEFICIENCIES** - This section of the report contains a listing of the Contractor's significant and notable achievements and performance deficiencies during the period. It shall be presented in the following format:
 - Significant and Notable Achievements (If any) - List by Management Focus Area.
 - Significant and Notable Deficiencies (If any) - List by Management Focus Area.
- III. **DISCUSSION**
 - a. Part A of this section shall identify each Management Focus Area and shall provide a discussion by Focus Area and proposed percent of fee earned by Focus Area.
 - b. Part C of this section shall provide a discussion of the Contractor's performance within each Performance Area indicating each Achievement and Deficiency in detail. This section shall also include any additional information considered by the AFEO in reaching its rating for the overall performance rating.
 - c. Part D of this section shall evaluate the Contractor's self-evaluation and consider its realism in relation to the AFER. Differences between the Contractor's evaluation and the AFER should be analyzed and discussed in this section.
 - d. Part B of this section shall identify, in chart format, each Performance Area and shall indicate the proposed percentage rating for the contractor.
 - e. Part E of this section shall discuss any minority opinions and/or include any minority reports.

GLOSSARY

ACHIEVEMENT/DEFICIENCY - A sustained level of performance, major event or trend, which is exceptionally good or poor and requires the Award Fee Determination Official's attention for fee determination purposes.

AWARD FEE EVALUATION REPORT - A semi-annual report to the FDO covering the AFEO's findings regarding the Contractor's overall performance during an evaluation period. The report contains a recommendation to the FDO of the fee earned for the evaluation period.

GOOD PRACTICES - Activities that are consistent with commercial nuclear industry standards, generally accepted business practices, DOE directives, and/or SR Operations Office Directive Implementation Instructions, and Federal regulations and requirements.

NOTABLE - This term indicates an event or sustained level of performance which is of lesser importance than a "significant" event, but nonetheless deserves positive or negative recognition.

PERFORMANCE AREA - An aspect of the Contract Scope of Work identified as an area which is extremely important to DOE and SR. The Contractor's performance under a Performance Area will be the primary basis for payment of the award fee under the Contract.

PERFORMANCE CRITERIA - The basic aspects of performance which breaks down the Performance Objective into the important integral parts which will be evaluated for award fee determination purposes.

PERFORMANCE OBJECTIVE - A very broad category of performance which will be evaluated under a Performance Area. Normally it encompasses the performance of a total function or program.

SIGNIFICANT - This term indicates a major event or sustained level of performance which, due to its importance, has a substantial positive or negative impact on the Contractor's ability to carry out its mission.

Wackenhut Services, Incorporated – Savannah River Site
Objectives, Criterion and Assessment Factors
Revision 3-A (11/19/99)

- A.1** **Provide a technically competent workforce, appropriate employee skill mix, high employee motivation and performance of duties in the execution of programs to protect SRS assets.**
- A.1.1** **Zone Operations programs efficiently employ available resources to provide the prescribed levels of protection to SRS facilities.**
- A.1.1.1** *Day-to-day area security operations are conducted in an effective and efficient manner and in accordance with established procedures. (D. Phillips)*
- A.1.1.2** *Security reporting and documentation requirements are completed in a timely manner. (D. Phillips)*
- A.1.1.3** *Daily security exercises are conducted in accordance with established schedules and responses to actual incidents are executed in accordance with established plans. (D. Phillips)*
- A.1.1.4** *Maintain area specific, modified security plan, and other prescribed security and access requirements for existing facilities and new site missions. (D. Phillips)*
- A.1.2** **The Special Operations Division will ensure existing and new capabilities are safely and effectively integrated into Special Operations programs and site protection strategies.**
- A.1.2.1** *Maintain a safe, cost-effective Aviation Program based on the requirements of 14 CFR Parts 135, 133 and 137 (Federal Aviation Regulations) and DOE Orders. (E. Tussey)*
- A.1.2.2** *Provide an effective Special Response Team program. (E. Tussey)*
- A.1.2.3** *Maintain a professional law enforcement/general site security program that is accredited nationally by the Commission on Accreditation for Law Enforcement Agencies. (E. Tussey)*
- A.1.2.4** *Maintain an effective explosive and narcotic detection canine program certified by the United States Police Canine Association while focusing on the development of additional detection capabilities. (E. Tussey)*
- A.2** **Plan and control work, maintain a well-trained workforce, self-identify and correct deficiencies and execute administrative and other**

support functions that result in high quality and cost-effective contract operations.

A.2.1 Security planning and analysis functions result in effective security programs and the accurate projection of manpower needs in support of site operations.

A.2.1.1 Utilize the Site Safeguards and Security Plan (SSSP) process to provide the basis and justification for security programs, budget and staffing requirements. (M. Bolton)

A.2.1.2 Continue to integrate the ~~Joint Conflict and Tactical Simulation (JCATS)~~ System into security planning activities. (M. Bolton)

A.2.1.3 Maintain accurate, up-to-date response plans, post orders and security orders for utilization by the protective force. (M. Bolton)

A.2.1.4 Ensure security planning supports the Emergency Response Organization. (M. Bolton)

A.2.1.5 Establish and maintain effective document control, classification and computer security programs in accordance with DOE Order requirements and SR guidelines. (M. Bolton)

A.2.2 Provide a training environment, resources and incentives that will enhance employee skills, motivation, and duty performance.

A.2.2.1 Promote a voluntary health and wellness program designed to motivate and teach employees to achieve their optimal fitness level. (T. Moreau)

A.2.2.2 Provide training and education resources that will enhance employee skills and duty performance. (T. Moreau)

A.2.2.3 Conduct all training in accordance with the Integrated Safety Management System Principles. (T. Moreau)

A.2.3 Training programs support present and projected needs.

A.2.3.1 Provide training programs based on the Instructional System Design Model which uses a systems approach to training. (T. Moreau)

A.2.3.2 Provide company-sponsored continuing education programs on site while upgrading training programs/curriculum based on appropriate professional standards. (T. Moreau)

A.2.3.3 Promote cost-effective training. (T. Moreau)